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RESEARCH NEWS

From the Office of Research and Sponsored Programs

Spring 1994 Vol 25 No 3

356 Fawcett Hall

Research Challenge Early Start/ Augmentation Awards For 1994-95

The Research Challenge Program, funded by the Ohio Board of Regents, is intended to help faculty develop and submit competitive proposals for basic and applied research. The state of Ohio has recognized the key role played by funded research in both short and long term economic development. Research Challenge is one part of the state's efforts to support research at the state universities. Offered in three separate rounds, The Early Start/Augmentation

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program provides important financial support to the partnerships developed between Wright State University, federal and state governments and private industries. The ESA Grant Competition is intended to improve the competitiveness of proposals submitted to sources of external funding. This will be accomplished by providing an early start or an augmentation for the externally proposed project. To be eligible, faculty must submit a proposal for external funding with a budget exceeding \$40,000 total cost for the first year. Eligible faculty may apply for one or all rounds. These qualifying proposals must be submitted by Wright State University through the Office of Research and Sponsored Programs. For more information on subsequent rounds, see below.

FIRST ROUND EARLY START/AUGMENTATION AWARDS

Arlian, Larry	SM	Mitigation of Indoor Air Pollution by Biocontaminants	\$10,000
Kantor, George	SM	Boundaries for DNA Repair in the Human Genome	\$20,000
Chen, Philip	ECS	Self-Improving Methods for Materials and Process Design	\$22,000
He, Ping	ECS	Motion Compensation in 3D Ultrasound Imaging	\$18,000
Hong, Lang	ECS	Intelligent Sensor Fusion and Management	\$12,000
Chandler, Mark	SOM	Regulation of Transformation in Haemophilus Influenzae	\$14,000
Olsen, James	SOM	Glial Electrophysiology During Recovery from Swelling	\$22,000
Putnam, Robert	SOM	Cell Volume Changes and pH Regulation in Glial Cells	\$15,000
Martin, Patricia	SON	Interventions for Families With Preterm Infants	\$9,000

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Upcoming Competitive Rounds

Faculty submitting proposals for external support between February 1, 1994 and September 30, 1994 are eligible for the competitions. These faculty must submit their proposal for Early Start/Augmentation funding to the Office of Research and Sponsored Programs as follows:

External Proposals Submitted Between:	Early Start/Augmentation Proposals Due:
02/01/94 - 05/31/94	June 15, 1994
06/01/94 - 09/30/94	October 17, 1994

Notes from the Director

I wanted to take this opportunity to address two of the tougher questions that are commonly asked by faculty and staff involved in the grants seeking process.

What are Fringe Benefits?

Fringe benefits are a direct cost associated with the employment of faculty and staff. WSU's fringe benefit costs are calculated by multiplying an average rate for a class of employee times the salary of each employee charged to each grant or contract.

Some of the costs included in WSU's fringe benefit rates are WSU's retirement contributions, worker's compensation, fee remission, disability insurance, medical and dental insurance, and Medicare costs.

Obviously, an employee who has family coverage for health insurance and one or more children using the fee remission program will incur more fringe benefit costs

than a single person not using the fee remission program. Rather than calculating the actual costs for each individual working at WSU and then applying fringe benefit costs to that person's salary, WSU uses an average percentage. The fringe benefit rates are based on actual rates at the time your budget is developed, inflated to allow for potential future increases in fringe benefit costs.

What are Indirect Costs?

Let's start with a definition. Indirect costs are those costs incurred for purposes common to many or all of the projects, programs, or activities of the institution, but which cannot be identified and charged directly to each project easily. Examples of these costs would be departmental, college and central administration, heat, light, building maintenance and depreciation.

In the same way that fringe benefits vary from individual to individual, so would indirect costs. But

as with fringe benefits, WSU uses an average rate to distribute these costs equitably among the various projects. The federal government has defined the method for calculating the indirect cost rate. The university prepares an indirect cost proposal annually that is audited, negotiated and approved by several government agencies and offices.

Wright State University's indirect cost rate for on-campus research activities is presently 33.87% of the modified total direct costs. Modified total direct costs are made up of all costs *excluding* equipment, sub-contract costs in excess of \$25,000, and tuition and fees. WSU's rate is significantly below the national average in part because of the recent rapid growth in research and because of changes in the rate calculation process.

The federal government recently revised (again) the regulations that govern the treatment of direct and indirect costs. These changes will result in an increase in WSU's rate. I anticipate that the rate for 1994-95 will be approximately 39%. This rate is still well below the regional and national average rates for indirect costs at universities. In developing your budget, RSP uses the actual indirect cost rate applicable on the day your proposal is submitted.

RSP uses both fringe benefit rates and indirect cost rates in developing your budget and in the post-award administration of your funded grant or contract.

I strongly encourage you to come to our office early to allow us to assist you in developing your proposal budget. Accurate and consistent budgeting is an essential part of a competitive grant proposal.

If you have any questions about fringe benefits or indirect costs, please feel free to call me at ext. 2425.

Phil

Overview of the Office

The Office of Research and Sponsored Programs (RSP) works with faculty and staff to increase externally funded research and other sponsored programs. RSP staff provides the following services:

- Identification of External Sources of Funding
- Dissemination of Funding Information
- Liaison with Sponsors
- Proposal Development and Preparation
- Budget Preparation
- Institutional Compliance
- Institutional Authorization
- Proposal Transmittal
- Contract Negotiations
- Post Award Administration of Externally Funded Programs

- Administration of Internally Funded Programs
- Technology Transfer
- Government Security

Research News and *Funding Update* are publications of RSP. *Research News*, published periodically during the academic year, covers grant awards and related topics of interest. Descriptions and deadlines of upcoming programs are listed in RSP's monthly bulletin, *Funding Update*.

If you would like to be placed on the mailing list or would like further information on funding opportunities, application procedures, or other services provided by the office, please call us (ext. 2425) or visit the office in 356 Fawcett Hall.



A-21 Effort Reporting

Each quarter all faculty and professional staff employees are asked to verify their level of effort on an A-21 Effort Report. This effort reporting is a requirement of the federal government, imposed on all recipients of federal grants. Briefly described, this report is designed to verify that the portion of what you receive in compensation every month corresponds with the level of effort indicated on your grants, contracts, or all other university support. Each quarter RSP works with Financial Services to complete this reporting.

Remember that when completing salary reallocations that affect previous quarters, a new A-21 must be completed for the affected quarter. If you are planning to submit a Spring quarter salary reallocation, it should be completed by June 15, 1994.

We appreciate your assistance in completing this task in such a timely manner.

Proposal Writing Workshop

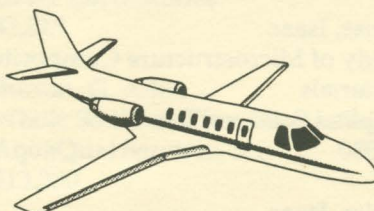
On January 21, 1994, the Research Council and the RSP office sponsored a proposal writing workshop. Due to a limited number of seats available for attendance at this particular workshop, a Call for Applications was sent out to all faculty at WSU. We were pleased to see that the response surpassed our expectations. Some of the topics that were discussed at this all day event were: how to get or find information about funding, how sponsors are different and how proposals are different to the various sponsoring agencies.

After reviewing the comments from the participants and receiving several requests to sponsor another, the

RSP office is planning to arrange a workshop for the Fall quarter 1994. If we are successful, you will be notified by campus mail and it will be posted in the Fall Research News.

Research Travel Program

The Research Travel Program is intended to support travel related to research initiation and development. It is also intended to encourage University faculty to initiate new research efforts that have a high likelihood of attracting external research funding. Priority is being given to requests seeking support to visit sponsors to discuss pending proposals and future funding opportunities.



This program is open to all fully affiliated faculty and Ph.D. students nominally in their final year of study. Applications are accepted at any time and funding is on a first-come, first-served basis.

Applicants are generally limited to one award in a three year period. If you have any questions regarding this program, please contact Phil Spina at ext. 2425.

Faculty Interest Profiles

In order to identify potential funding sources for your research and scholarly activity, the RSP office maintains a faculty database of research and scholarly activity interests. We use this database to match

faculty interests with funding opportunities using selected keywords. In addition, all faculty who wish to apply for the Professional Development Grants, Research Initiation Grants, and Research Travel Grants must have a completed profile in the database.

Recently you should have received a new faculty interest profile form and appropriate keyword list in the campus mail. Our office is currently processing the profiles that have been returned.

In recent years, funding agencies have been placing emphasis on specific demographic areas. Examples of these demographic areas are:

- gender/minority
- academic discipline
- age
- experience specific

The new profile and optional data fields will improve our service in targeting and disseminating funding information to you.

The *Rodman's Keyword Thesaurus* keywords that you select for your profile allows us to identify funding sources in which you might be interested.

If you have additional areas of interest that are not listed among the keywords, but you would like included in your file, you may list them on the form in the space provided.

If you have any questions or need a form, please contact Thane Peterson or Jan Power at Ext. 2425. If you have not yet completed your form, it is important to have current information on file with regard to your expertise and interests, please return the completed form to RSP, 356 Fawcett Hall.

Thane

Awards

The grants and contracts on these pages were awarded from November, 1993 through February, 1994.

College of Education and Human Services

Courtney, Donna
Vocational Ed Personnel
Developmental Regional Center
Ohio Department of Education
\$16,180

Gies, Frederick
Project 419 - Teacher Education
Ohio Department of Education
\$30,000

College of Engineering and Computer Sciences

Bethke, Richard
Ohio Aerospace In
stitute Fellowship
Ohio Aerospace Institute
\$5,000

Chen, Chien-In
VLSI Testability Tool (VTST)
USAF: Wright Laboratory
\$220,000

Chen, C.L. Philip
Self Improving Methods for
Materials & Process Design
Lawrence Associates, Inc.
\$40,500

Chen, Jer-Sen
Robust Interpolation of Three
Dimensional Surfaces
Spectra-Physics Laserplane, Inc.
\$16,010

Cornelius, Kenneth
Experimental Study of Ejector
Integration
General Motors Corporation
\$50,000

Faghri, Amir
Micro Heat Pipe Technology in
Electronic Cooling
USAF: Wright Laboratory
\$50,000

Gallimore, Jennie
Automatic Brightness Control
MTL Systems
\$5,636

McBeath, Giorgio
Engineering Preparatory Program
(WRIGHT STEPP)
U.S. Department of Energy
\$19,970

Rizki, Mateen
Adaptive Vision Laboratory Research
Ohio Aerospace Institute
\$991

Srinivasan, Raghaven
Deformation & Recrystallization
Studies
Allied Signal
\$2,250

Weiss, Isaac
Study of Nickel Plating Thickness
Standard Register Co.
\$600

Weiss, Isaac
Study of Microstructure Composite
Materials
Applied Sciences, Inc.
\$2,830

Weiss, Isaac
Study of Morphology and Size of
Iron Oxide Particles
Counselor Material Processing, Inc.
\$3,867

School of Graduate Studies

Look, David
Advanced Semiconductor Materials
and Devices
USAF: Wright Laboratory
\$366,505

College of Liberal Arts

Adams, Robert
Ohio Department of Health
Immunization Needs Assessment
Montgomery County Combined
Health District
\$24,311

DeStephen, Daniel
High Performance Team Training
Duriron Company, Inc.
\$3,818

School of Medicine

Berberich, Steven and
Mayo, Lindsey Dean
nm23-H2 Regulation of c-myc
Transcription
Sigma Xi, The Scientific Research
Society
\$600

Bernstein, Jack
Treatment of Patients Having
Community-Acquired Pneumonia
Pharmaco LSR International
\$2,410

Bernstein, Jack
Clinical Trial for Chronic Bronchitis
Pfizer, Inc.
\$3,500

Bernstein, Jack
Treatment of Acute Nosocomial
Pneumonia
American Cyanamid Company
\$7,176

Bienenfeld, David
Novel Outpatient Treatment for
Alzheimer's Disease
Kendle Research Assoc., Inc.
\$14,480

Bienenfeld, David
Double-Blind Study in Outpatients
with Major Depression
Pfizer, Inc.
\$36,765

Boska, Michael and Glaser, Roger
Development of Chemical Energy
Assays in Muscle
Whitaker Foundation
\$61,451

Burwinkel, Thomas
Hormonal Management of
Endometriosis
TAP Pharmaceuticals, Inc./Paragon
Biomedical, Inc.
\$3,000

Glaser, Roger
Support for Research at the
Rehabilitation Institute of Ohio
Miami Valley Hospital
\$80,730

Grubbs, Robert
Cellular Mg²⁺ Regulation: Role of
ATP and Growth Factors
National Science Foundation
\$4,500

Guo, Shumei and
Roche, Alexander
Provision of Growth Charts for
Preterm Infants
Ross Laboratories
\$15,000

Hangartner, Thomas and
Harewood, Sandra
Treatment of Established Post-
Menopausal Osteoporosis
Sterling Winthrop, Inc.
\$75,576

Nahhas, William
Support for Experimental Cancer
Treatment
University of Cincinnati/GOG
\$4,620

Nahhas, William
Prevention of Cisplatin Induced
Neuropathy
Organon, Inc.
\$26,787

Putnam, Robert
Research Apprentice Program
Antioch College
\$1,980

Reo, Nicholas
Hepatic Toxicity of Perfluorinated
Carboxylic Acids
Air Force Office of Scientific
Research
\$111,319

Siegal, Harvey
Probationer Intervention Project
Montgomery County ADAMHS
Board
\$30,000

Siervogel, Roger; Chumlea, W.
Cameron; Guo, Shumei; Reo, Nicholas
Subcutaneous Fat, Blood Lipids, and
Subsequent Outcome
National Institutes of Health-NICHD
\$949,143

Schools of Medicine, Nursing and Psychology

Maurana, Cheryl; Goldenberg, Kim;
Swart, Jane and Bent, Russell
Partners for Community Health
Development
Ohio Department of Health
\$50,000

Maurana, Cheryl; Goldenberg, Kim;
Swart, Jane and Bent, Russell
Community Partnerships Initiative
Kellogg Foundation
\$623,702

School of Professional Psychology

Hammond, W. Rodney
Positive Adolescent Choices Training
Governor's Office of Criminal Justice
\$66,149

College of Science and Mathematics

Arlian, Larry
Canadian Dust Mite Study
CPRT Laboratories
\$3,325

Burton, G. Allen
Whole Sediment Toxicity Testing
AquaQual Services, Inc.
\$13,300

Carmichael, Wayne
A Supply of Cyanobacteria
Secondary Metabolites
Miscellaneous Sponsors
\$4,237

Carmichael, Wayne
Research Training for Dr. Youssef
Garas Yanni Khalil
San Diego State University
\$2,000

Carmichael, Wayne
Biological Extracts
Miscellaneous Industrial Sponsors
\$13,000

Carmichael, Wayne
Biosynthetic Pathways of
Cyanobacterial Hepatotoxins
University of Illinois
\$25,524

Clark, Jerry
Electron Transport Measurements
Southeastern Center for Electrical
Engineering Education
\$18,257

Kozlowski, Gregory
Electromagnetic Fields in Coils for
MAGLEV
Southeastern Center for Electrical
Engineering Education
\$17,641

Kozlowski, Gregory
High Temperature Superconductors
Southeastern Center for Electrical
Engineering Education
\$28,198

Ritzi, Robert
Ground Water Protection Program
Southwestern Portland Cement Co.
\$26,637

Tiernan, Thomas
Chlorinated Organics in Paper
Products
Jefferson-Smurfit Corporation
\$900

Tiernan, Thomas
Dioxins in Chemical Products
Mennen Canada Inc.
\$1,600

Tiernan, Thomas
Toxic Organics in Pulp, Sludge,
Aqueous Effluents
St. Anne Nackawic Pulp Co., Ltd.
\$1,600

Tiernan, Thomas
BCD Treatment of PCB-Oil Mixture
EBARA Corporation
\$18,000

Walter, Anne
Polycyclic Aromatic Hydrocarbon/
Phospholipid Interactions
Naval Research Laboratory
\$62,220

Instructional Services

Melton, Juanita
Upward Bound - Math/Science
Project
U.S. Department of Education
\$227,949

Grant Tips

The National Institutes of Health (NIH) has developed a brochure containing several important considerations and suggestions based on the experiences of NIH staff to assist you in preparing an NIH research grant application. Excerpts from that brochure are listed below. This brochure and information is specific to NIH and NIH applications. While nothing can substitute for significant research, innovative ideas, and sound methodology, this information is intended to help you avoid some errors made by applicants and enable you to submit an application with the best chances for being successful in today's highly competitive biomedical research world.

Read Application Instructions Carefully

Read all instructions completely and carefully. The language in the instructions for the application is carefully chosen. Too many applicants skim over these pages before plunging in. As a result, they are faced with unnecessary problems during the review of their applications. Some key areas are discussed below.

Page Limitations

Research Plan: 25 pages (includes Section C items 1 through 4: Specific Aims; Background and Significance; Progress Report/Preliminary Studies; and Research Design and Methods)

Biographical Sketches: 2 pages per key personnel (includes principal investigator, other individuals who participate in the scientific development or execution of the project, usually individuals with a doctoral or other professional degrees, but can include those with masters or baccalaureate degrees.

Literature Citations: 6 pages

Introductions: 3 pages for revised applications, 1 page for supplemental applications.

"Reviewers are instructed to evaluate the budget only in terms of whether it is realistic and justified in relation to the aims and methods of the proposed project."

Lack of observance of these page limitations may result in your application being returned. Even if your application is not returned, reviewers with heavy work loads may not be pleased with having to read extra pages. Do not use photoreduction to provide more information in the allotted space. The gain in words will be offset by the irritation of a reviewer with eyestrain.

Budgets

Prepare a well justified budget. Describe the role of all personnel, both professional and nonprofessional, even if no salary is requested. Provide a reasonable indication of the percentage of time and effort on the project for each professional, and make certain the sum of each individual's time and effort for all professional activities does not exceed 100 percent. Justify thoroughly all proposed purchases of major equipment. If the requested equipment appears to duplicate what is already available at your organization, or if the reviewers feel you are adding supplies indiscriminately, these items will probably be disallowed. Travel, especially foreign travel, must be justified in detail. Do not ask for funds to attend meetings not related to the research area of your application.

But what about your budget strategy? Should you deliberately inflate the budget because "most

reviewers automatically reduce budgets"? Or should you underestimate what is needed to do the research adequately so reviewers will think the NIH is getting a bargain?

Avoid these temptations and prepare a realistic budget. Reviewers are instructed to evaluate the budget only in terms of whether it is realistic and justified in relation to the aims and methods of the proposed project. Deliberate over-budgeting or under-budgeting will often backfire, for reviewers will feel that you do not fully understand the requirements of the research. Your ability to manage the grant may be questioned, and reviewers may be less than enthusiastic about your research.

Appendices

Appendices are useful for photographs, oversized documents, and other materials that do not reproduce well. For competing continuation and supplemental applications, include no more than 10 publications, manuscripts submitted or accepted for publication, or other printed material completed since the last review. For new applications, include no more than 10 such items of background material. Be sure to put any graphs, diagrams, tables, or charts essential to the evaluation of your research plan in the text of the application, not in an appendix. Remember to submit five sets of appendices with your application.

Develop Your Ideas With Care

As with a scientific publication, development of your ideas is extremely important. You should present your research logically and clearly, and show that your research is meaningful. Describe explicitly your hypothesis and how it will be tested. Be sure your proposed project has coherent

(continued next page)

direction, and that the sections are well co-ordinated and clearly related to a central focus.

Refer to the literature thoroughly and thoughtfully. Explain what gaps in the literature would be filled by your project. In the past, research proposals have not been funded when applicants seemed to be unaware of relevant published work or when the proposed research or study design had already been tried and judged inadequate.

Where appropriate, include well-designed tables and figures. Formulate titles that are accurate and informative. Try to develop a clear, concise, coherent scientific writing style. A few guidelines that may prove useful include:

- using the active voice, which is more direct, less wordy, and less confusing than the passive voice;
- keeping related ideas and information together, e.g., putting clauses and phrases as close as possible to the words they modify;
- simplifying and shortening overly long and involved sentences and paragraphs; and
- eliminating redundant and awkward words, phrases, and sentences.

Be sure to allow time for a thorough editing and proofreading of your application. Ironically, many scientists who are extremely precise in their research procedures do not take the same care in writing their application. A sloppy application with typographical and grammatical mistakes, information omitted, and unclear statements makes a poor first impression on reviewers. They may wonder about the care you will devote to the actual research.

If you cannot meet the deadline comfortably, consider submitting your best effort for the next receipt date.

The above information was prepared by the Grants Information Office, Division of Research Grants at NIH. This brochure also offers other tips: Communicating Clearly and Thoroughly, Including Potential Pitfalls and Alternative Approaches, Seeking Advice, and Identifying Changes on Revised Applications. If you would like a copy of this brochure contact Jan Power at ext. 2425.



Even if your academic discipline is not fundable through NIH, some of the tips offered in the brochure can be used for other agency applications. Specifically, read the instructions/guidelines carefully. Every agency will have different instructions on how they would prefer their application be completed. By thoroughly reading the instructions most of your questions will be answered. Obviously some instructions can be quite confusing and need further explanation. When in doubt, it is always good to call the program officer or contact person listed in the guidelines. The contact person at the sponsoring agency would readily accept your phone call if you have a question concerning the guidelines. Most agencies realize and accept the fact that their guidelines are not absolutely clear to all potential applicants.

When preparing the application you will need to develop a budget generated. The RSP staff is available to assist you in developing the budget. If you prefer to create your own budget please contact our office to verify the current fringe benefit and indirect cost rates appropriate to your specific proposal. Due to a revision in the OMB Circular A-21 clerical and administrative staff salaries cannot be budgeted in federal grant, contract,

or other agreement applications unless the project requires an extensive amount of work which is significantly greater than the routine level of such services provided by your department. This is not a final policy but does give us some direction in our ability to budget these type of costs to federal agencies. This is only one example of the ever-changing rules and policies that RSP must be aware when preparing your particular budget.

When writing your proposal it would be appropriate to discuss any problems that might occur during the project period. This will show the reviewer that you have completely thought about the proposed project. Remember, the reviewers are your peers and they can conceptualize your project and possible pitfalls. If you don't discuss your approach to these potential pitfalls, it could be perceived as a lack of understanding of the nature of the proposed project.

Choosing one agency to submit to might be difficult, especially when there are several agencies that will potentially fund your idea. Go ahead and submit your proposal to all the agencies that you feel are appropriate. This is not an uncommon practice. Some of the agencies will require you to identify the other agencies that you have requested funds from, but will not prevent you from applying for funding or deny you an award. You may have a problem only in the situation where two or more agencies decide to fund your project. You have a couple of options if this actually happens. You can increase the scope of work, not duplicate the work, if allowed by the agency or turn down the award. Either way you come out the winner because you received funding.

These are just some grant tips that might be useful when contemplating seeking external funding. If there is ever a question as to the process, you can contact the RSP office at any stage of the proposal process for assistance.

Thana

Research News

Office of Research and
Sponsored Programs
356 Fawcett Hall
Wright State University
Dayton, Ohio 45435
(513) 873-2425

WSU Research Council Grants Total \$94,750

The Research Council is pleased to announce that it has awarded grants to 17 faculty members to support their research and professional development. Twenty-eight proposals were submitted to the Research Initiation Grant competition with 12 selected for total funding of \$84,840. The Professional Development Grant competition attracted 15 proposals of which five were funded for a total of \$9,910. The awardees are:

Research Initiation

Dean, Jay	SOM	\$7,500	Hyperbaric Pressure and Chemosensitivity of Neurons
Edwards, Jean	SM	\$7,500	Stress and Computer Monitoring
Gonzalez, Maria	SM	\$7,500	Effects of Turbidity on Zooplankton in Reservoirs
Leffak, Michael	SM	\$7,500	Replication, Origin, Structure of a Human Cancer Gene
Lieh, Junghsen and Rodgers, Mary	ECS	\$7,500	Design of Automatic Wheelchair Restraint Systems for Transit Vehicles
Lucot, James	SOM	\$2,340	Effects of DPAT With Analogies to Vomiting
Moore, Dennis	SOM	\$7,500	The Prevalence of Disabilities Among Impaired Drivers
Shaw, Arnab	ECS	\$7,500	High-Resolution DOA Estimation Without Eigendecomposition
Sammons, Martha, Mathies, Bonnie and Ballantine, Jean	LA	\$7,500	Investigating In-House CD-Rom Publishing to Present and Distribute Classroom Materials
Stoeckle, Mary and Doorley, Jane	ED		
Turchi, John	LA		
Wilson, Brenda	SON	\$7,500	Identifying Practice Patterns With End of Life Decisions
	SON		
	SOM	\$7,500	Eukaryotic Lagging Strand DNA Replication
	SM	\$7,500	Defining the Receptor-Binding Domain of Pasteurella Multocida Toxin

Professional Development

Geibert, Ronald	LA	\$2,000	Digital Imaging in a Photography Curriculum
Sanders, Nada	COBA	\$1,995	A Contingency Approach to Business Forecasting
Cheng, Songlin	SM	\$2,000	DRASTIC System for Ground-Water Protection
Leung, Jackson	LA	\$2,000	French Piano Institute
Trimble, Nancy	SON	\$1,915	Navajo Traditions and Lessons for Health Care

Mr. Philip V. Spina	Director
Dr. Eugene P. Hem	Associate Director
Mr. Leon J. Testas	Associate Director
Ms. Lori Gabriel	Assistant Director
Mr. Thane Peterson	Assistant Director
Ms. Joycelyn Boltrott	Sponsored Programs Assistant
Ms. Carole Erickson	Secretary for Compliance Issues
Ms. Jackie Frederick	Grants and Contracts Specialist
Ms. Cheryl Nickoson	Sponsored Programs Assistant
Ms. Janice Power	Sponsored Programs Assistant
Ms. Amy Greenwald	Undergraduate Assistant
Ms. Merissa Walraven	Undergraduate Assistant
Ms. Melinda Seger	Undergraduate Assistant
Mr. Rick VerHage	Undergraduate Assistant

RSP Staff